



Monterey County

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Board Report

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Adopt a Resolution to:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create the new classifications of Chief Deputy Public Defender and Chief Public Defender Investigator;
- b. Amend the Public Defender's Office Fiscal Year (FY) 2017-18 Adopted Budget (PUB001-8169) to reallocate four (4.0) FTE Deputy Public Defender IV to four (4.0) FTE Chief Deputy Public Defender and reallocate one (1) FTE Supervising Public Defender Investigator to one (1.0) FTE Chief Public Defender Investigator as indicated in attached Resolution;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Public Defender's Office FY 2017-18 Adopted Budget; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

RECOMMENDATION:

It is recommended that the Board of Supervisors:

- a. Amend Personnel Policies and Practices Resolution (PPPR) No. 98-394 and Appendix A to create the new classifications of Chief Deputy Public Defender and Chief Public Defender Investigator;
- b. Amend the Public Defender's Office Fiscal Year (FY) 2017-18 Adopted Budget (PUB001-8169) to reallocate four (4) FTE Deputy Public Defender IV to four (4.0) FTE Chief Deputy Public Defender and reallocate one (1) FTE Supervising Public Defender Investigator to one (1.0) FTE Chief Public Defender Investigator as indicated in attached Resolution;
- c. Authorize the Auditor-Controller to incorporate the approved changes in the Public Defender's Office FY 2017-18 Adopted Budget; and
- d. Direct the Human Resources Department to implement the changes in the Advantage HRM system.

SUMMARY/DISCUSSION:

In order to achieve the goals, set forth by the Board of Supervisor's Strategic Initiatives, the Public Defender requested the Human Resources department to conduct a classification and compensation study of the Public Defender's Office. The Office currently consists of a two-tier management structure that is inadequate and challenging as the department lacks a sufficient number of management personnel to supervise staff.

The results of the study support creating a three-tier management structure which includes two new classifications of Chief Deputy Public Defender and Chief Public Defender Investigator. These classifications will add first level management to oversee, supervise, and manage the Deputy Public Defenders and the Public Defender Investigators. Both

positions will report directly to the Assistant Public Defender. The Chief Deputy Public Defenders will supervise the activities of designated defense units and handle the more difficult and complex criminal cases. The Chief Public Defender Investigator will manage the investigative unit of the Office.

The Public Defender's Office is requesting to reallocate currently existing positions to four (4.0) FTE Chief Deputy Public Defenders and one (1.0) FTE Chief Public Defender Investigator to appropriately reorganize its management structure to become an organization that practices efficient and effective resource management, strong client representation, accountability and transparency. These new positions will be filled by a promotional competitive process within the Public Defender's Office.

OTHER AGENCY INVOLVEMENT:

The Human Resources Department conducted the classification and compensation study and supports the proposed actions. The County Administrative Office and Budget Committee has reviewed and supports the proposed actions.

FINANCING:

It is the intent of the Public Defender's Office to absorb the estimated cost of approximately \$85,134 for the salary increases from promotions of existing staff. If the Public Defender's Office is unable to absorb these costs, the Public Defender will submit a request to support a modification of its FY 2017-18 adopted budget.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

ADMINISTRATION: Promote an organization that practices efficient and effective resource management. Reorganization plan will provide strong responsiveness to our clients, justice partners and the community. It will reflect accountability and transparency throughout the Department.

PUBLIC SAFETY: Protect and defend the right to live in a society free of and safe from unlawful State interference, by vigorously defending individual rights.

HEALTH AND HUMAN SERVICES: Protect the mental and physical health of youths and adults unable to care for themselves by asserting their rights of access to effective healthcare, education, and behavioral health services. This will create a safe environment for our clients to achieve their potential, and allow our communities to thrive and grow and reduce recidivism.

ECONOMIC DEVELOPMENT: Avoid unnecessary disruptions to employment and business activity by collaborating with our safety partners to keep our clients in nonviolent cases out of custody and in the workforce. The reorganization plan will facilitate communication and productivity between our safety partners, the courts and other departments within the County.

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Approved by: Irma Ramirez-Bough, Director of Human Resources, 831-755-5043

Attachment: Resolution

